INTERNET FORM NLRB-508 (2-08)

FORM EXEMPT UNDER 44 U.S C 3512

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE				
^{Case} 10-CB-071178	Date Filed 12/21/2011			

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged ur	nfair labor prac	ctice occurre	d or is occurring.
 LABOR ORGANIZATION OR ITS 	AGENTS AGAINST WHICH	CHARGE IS I	BROUGHT	
a. Name		b. Union Rep	resentative t	to contact
International Union, Security, Police and Fire Profession	Rick O'Quinn, Region 2 Vice President			
c. Address (Street, city, state, and ZIP code)		d. Tel. No.		e. Cell No.
		(321) 622-	-4729	(321) 543-3310
71 East Cherry Street		f. Fax No.		g. e-Mail rickoquinn@spfpa.org
Rahway, NJ 07065				
 h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) (1)(A) are unfair practices affecting commerce within the meaning of the Ameaning of the Act and the Postal Reorganization Act. 	of the Natio	nal Labor Rel	ations Act, a	and these unfair labor practices
2. Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the alleged	d unfair labor p	oractices)	
restrained and coerced employees at the Employer's 12 Alabama location by a November 1, 2011 threat made by the complex of the control of the	y(b) (6), (b) (7)(C) t employees would lose	an	id (b) (6),	(b) (7)(C) (b) (6), (b) (7)(
Name of Employer The Whitestone Group, Inc.		4a. Tel. No. 205-521-0	260	b. Cell No.
		c. Fax No. 205-521-0200		d. e-Mail
Location of plant involved (street, city, state and ZIP code) 1200 Reverend Abraham Woods Jr. Blvd Birmingham, AL 35285		200-521-0	6. Employ	er representative to contact Clark, President
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Numbe	r of workers employed
government office	security		~40	
10. Full name of party filing charge		11a. Tel. No		b. Cell No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		c. Fax No.		d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)				
12. DECLARATION declare that I have read the above charge and that the statements therein are true to	the best of my knowledge and belie	Tel.	No.	-
By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (c) (c) (Print/type name and title or office, if an				(b) (7)(C)
(b) (6), (b) (7)(C)	(date) x / 2 -	e-N		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

REGION 10 233 PEACHTREE ST NE HARRIS TOWER, SUITE 1000 ATLANTA, GA 30303-1531

Agency Website: www.nlrb.gov Telephone: (404)331-2896 Fax: (404)331-2858

February 21, 2012

RICK O'QUINN, Region 2 Vice President INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFPA) 71 E CHERRY ST RAHWAY, NJ 07065-4000

Re: International Union, Security, Police and

Fire Professionals of America

Case 10-CB-071178

Dear Mr. O'Quinn:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours

MARY I BULLS

Acting Regional Director

(b) (6), (b) (7)(C

JOHN D. CLARK, President THE WHITESTONE GROUP 1200 REVEREND ABRAHAM WOODS JR BLVD BIRMINGHAM, AL 35285-0003 UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

FURINI EXEL	WE 1 UNDER 44 0.3.C. 3312
DO NOT WRITE	IN THIS SPACE
Case	Date Filed
10-CB-74187	2-7-12

INST	Dil	CT		MC.
II G PI	ĸυ		v	чэ.

File aı	n original and	4 copies of this	charge and an a	dditional copy fo	r each organization	ı, each local, ar	nd each individual nam	ed
in iten	n 1 with the NL	RB Regional D	irector of the rea	ion in which the	alleged unfair labor	practice occur	rred or is occurring.	

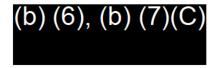
1. LABOR O	RGANIZATION OR IT	S AGENTS AGAINST WHICH CH	ARGE IS BROUGHT
a. Name			b. Union Representative
United Security and P	olice Officers of A	merica	Assane Faye
			Executive Director
c. Telephone No.	d. Address (street, cit	= :	
732-644-0390	(b) (6), (b) (7)(,	
	_	ngaged in and is (are) engaging in unfair la	
meaning of section 8(b), subse	ction(s) (1)(A) of the Nati	onal Labor Relations Act and within the me of the facts constituting the alleged unfair	aning of the Postal Reorganization Act.
Basis of the Charge (set forth a	clear and concise statement	of the facts constituting the alleged unfair	abor practices)
		named labor organization r y and perfunctory reasons.	
3. Name of Employer Paragon Systems, Inc			4. Telephone No. 404-622-8597 Fax No.
5. Location of plant involved (stree			Employer representative to contact
650 Hamilton Ave., SE	-		Vernon Fields
Atlanta, GA 30312			Operations Manager
7. Type of establishment (factory,	mine, wholesaler, etc.)	8. Identify principal product or service	9. Number of workers employed
Guard Services		Guard Services	Several Thousand
10. Full name of party filing charge	•		
(b) (6), (b) (7)(C) 11. Address of party filing charge	(street_city_state and ZIP co	ide)	4b. Telephone No.
(b) (6), (b) (7)(C)	(ouroot, only, oracle and zin oc		(b) (6), (b) (7)(C) Email:
		'	(b) (6), (b) (7)(C)
(b) (6), (b)	(7)(C)rge and th	6. DECLARATION nat the statements therein are true to the be	est of my knowledge and belief.
Ву		2/7//2	An Individual
Sig	(b) (6	o), (b) (7)(C)	an muridual
Address (b) (6), (b) (7)(C)		Telephone No. Fax No. (b) (6), (b) (7)(C)	Z/7//Z
		US ALLEDOS ALLEDOS SULVENIDADOS EN SIL	

REGION 10 233 PEACHTREE ST NE HARRIS TOWER, SUITE 1000 ATLANTA, GA 30303-1531

Agency Website: <u>www.nlrb.gov</u> Telephone: (404)331-2896 Fax: (404)331-2858

. .

March 28, 2012



Re: United Security and Police Officers of America (Paragon Systems, Inc.)

Case 10-CB-074187

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that UNITED SECURITY & POLICE OFFICERS OF AMERICA has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

Your charge alleges that the Union failed and refused to represent you for arbitrary and perfunctory reasons in violation of Section 8(b)(1)(A) of the Act. On December 5, 2011, the Union was certified as the collective bargaining representative of certain employees of your Employer (Paragon Systems, Inc.). To date, the Union and the Employer have not reached a collective bargaining agreement and, thus, there is no contractual grievance procedure. In view of the fact that there is no grievance procedure in place, the Union has no legal basis to require the Employer to accept and process grievances. Accordingly, the Union did not violate the Act by failing to file a grievance regarding the Employer's decision to transfer you on or about pailing to file a grievance regarding the Employer's decision to transfer you on or about 2012. Notwithstanding the absence of a collective bargaining agreement, on or about (b) (6). (b) (7)(C) 2012, the Union prevailed upon the Employer to reduce your termination to a suspension. Moreover, you acknowledged that the Union represented you in a meeting with the Employer on or about February 22, 2012. Thus, even assuming the Employer and Union had a contractual grievance procedure in place, there would be no basis for finding a violation, as there is no evidence that the Union's actions were based on arbitrary, unfair or unlawful reasons. For the above reasons, I am, therefore, refusing to issue complaint in this matter.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on File Case Documents, enter the NLRB Case Number, and follow the detailed instructions. To file an

appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on April 11, 2012. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than April 10, 2012.

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlrb.gov, click on **File Case Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal **must be received on or before** April 11, 2012. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

Mary L. Bulls Acting Regional Director

Enclosure

cc GENERAL COUNSEL
OFFICE OF APPEALS
FRANKLIN COURT BUILDING
NATIONAL LABOR RELATIONS
BOARD
1099 14TH STREET, NW
WASHINGTON, DC 20570

ASSANE FAYE, EXECUTIVE DIRECTOR UNITED SECURITY & POLICE OFFICERS OF AMERICA (USPOA) (b) (6), (b) (7)(C)

VERNON FIELDS, OPERATIONS MANAGER PARAGON SYSTEMS, INC. 650 HAMILTON AVE SE ATLANTA, GA 30312-3778

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel	Date:
Attn: Office of Appeals	
National Labor Relations Board	
Room 8820, 1099 - 14th Street, N.W.	
Washington, DC 20570-0001	
• •	nereby taken to the General Counsel of the National e Regional Director in refusing to issue a complaint
Case Name(s).	
Case No(s). (If more than one case number,	include all case numbers in which appeal is taken.)
	(Signature)

FORM NLRB-508

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD,

CHARGE AGAINST LABOR ORGANIZATION **OR ITS AGENTS**

FORM EXEMPT UNDER 44 U.S.C 3512 DO NOT WRITE IN THIS SPACE Case Date Fried 10-CB-75152 2-21-12

INSTRUCTIONS:

File and	original and 4 cop	ies of this charge at	nd an addition al cop	y for each organizatio	n, each local, and e	ach individual named
in item	1 with the NLRB R	agional Director of	the region in which t	the alleged unfair labo	r practice occurred	or is occurring.

1. LABOR ORG	ANIZATION OR IT	S/	GENTS AGAINST WHIC	CH CHA	RGE IS BROUGHT
a. Name					b. Union Representative
International Union, Secu	ırity, Police, Fi	тe	Professionals of		Rick O'Quinn
America (SPFPA)					Region 2 Vice President
c. Telephone No	d. Address (street, ci				
321-543-3310	4100 North W	îÇİ	ham Road, Suite 10)2, #20	0
321-622-4729	Melbourne,				
c The above-named organization(s) or					
meaning of section 8(b), subsection	(s) (1)(A) of the Nat	ona	Labor Relations Act and within	the mear	ning of the Postal Reorganization Act.
2. Basis of the Charge (set forth a dear	and concise statemen	t of I	he facts constituting the alleged	d unfair lat	por practices)
Within the past six month represent (b) (6), (b) (7)(fused and failed to
3. Name of Employer Paragon Systems, Inc.					4 Telephone No 404-622-8597 Fax No.
5. Location of plant involved (street, city	, state and ZIP code)				8. Employer representative to contact
650 Hamilton Ave., SE				- 1	Vernon Fields
Atlanta, GA 30312				-	Operations Manager
7 Type of establishment (factory, mine,	wholesaler, etc.)	8.	identify principal product or sen	vice	9. Number of workers employed
Guard Services		G	uard Services		Several Thousand
10. Full name of party filing chargo (b) (6), (b) (7)(C)					
(b) (6), (b) (7)(C)	i, city, state and ZIP co	(5 0)			4b Telephone No. (b) (6), (b) (7)(C) Fax: (b) (6), (b) (7)(C) Emai: (b) (6), (b) (7)(C)
		6.	DECLARATION		
$_{\text{By}}(b)(6),(b)$	(7)(C)		statements therein are true to		of my knowledge and belief. An Individual
Signature of representative or person ma Address	king charge (D) (O),	The second secon	au Bia	2 1 7 12
(b) (6), (b) (7)(C)				ox No.) (6), (b)	(7)(C) Date 2-7-12
WILLEN FALSES	STATEMENTS ON THE	23	HADGE CAN BE BUNICHED O		NO IMPONSO

(U.S. CODE, TITLE 18, SECTION 1001)

REGION 10 233 PEACHTREE ST NE HARRIS TOWER, SUITE 1000 ATLANTA, GA 30303-1531

Agency Website: www.nlrb.gov Telephone: (404)331-2896 Fax: (404)331-2858

March 13, 2012

(b) (6), (b) (7)(C)

Re: International Union, Security, Police, Fire

Professionals of America (SPFPA)

(Paragon Systems, Inc.) Case 10-CB-075152

Dear (b) (6), (b) (7)(C)

We have considered your charge that the INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFPA) has violated the National Labor Relations Act.

Decision to Dismiss: I have concluded that further proceedings are not warranted, and I am dismissing the charge inasmuch as you have failed to cooperate in the investigation.

Your charge alleges that within the past six months, the Union has failed and refused to represent you for arbitrary and perfunctory reasons in violation of Section 8(b)(1)(A) of the Act. It does not appear that further proceedings are warranted, as you have failed to cooperate in the investigation of your charge. You were originally scheduled to provide an affidavit to the agent on March 1, 2012. Pursuant to your request of February 29, the agent agreed to reschedule your appointment to March 9. On February 29, the agent sent you an electronic mail message advising you that your failure to provide your affidavit and any supporting documentary evidence as agreed would result in a recommendation to dismiss your charge due to a failure to cooperate. You failed to keep the scheduled appointment, to advise the agent of your inability to do so or to return the agent's voicemail message regarding the missed appointment. To date, you have failed to respond as requested. Accordingly, as you have failed to cooperate in the investigation, further proceedings are not warranted, and I am, therefore, refusing to issue complaint in this matter. Notwithstanding the dismissal of the charge, you may file a new charge over the same subject matter provided it is filed and served within 6 months of the date of the alleged unfair labor practice. Should you choose to file a new charge, please be advised that you will be expected to present your evidence in a timely manner.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

International Union, Security, Police, Fire - 2 - Professionals of America (SPFPA) (Paragon Systems, Inc.)
Case 10-CB-075152

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on **File Case Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on March 27, 2012. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by no later than 11:59 p.m. Eastern Time on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at 5:00 p.m. Eastern Time or be postmarked or given to the delivery service no later than March 26, 2012.

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlrb.gov, click on **File Case Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal **must be received on or before March 27, 2012.** A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

MARY L. BULLS Acting Regional Director

Enclosure

International Union, Security, Police, Fire - 3 - Professionals of America (SPFPA) (Paragon Systems, Inc.)
Case 10-CB-075152

cc GENERAL COUNSEL
OFFICE OF APPEALS
FRANKLIN COURT BUILDING
NATIONAL LABOR RELATIONS BOARD
1099 14TH STREET, NW
WASHINGTON, DC 20570

RICK O'QUINN, Vice President, Region 2 INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFPA) 4100 N WICKHAM RD STE. 102, #200 MELBOURNE, FL 32935-2485

VERNON FIELDS, Operations Manager PARAGON SYSTEMS, INC. 650 HAMILTON AVE SE ATLANTA, GA 30312-3778

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

Attn: Office of Appeals National Labor Relations Boa Room 8820, 1099 - 14th Stree Washington, DC 20570-0001	et, N.W.
	appeal is hereby taken to the General Counsel of the National tion of the Regional Director in refusing to issue a complaint
Case Name(s).	
Case No(s). (If more than one case	e number, include all case numbers in which appeal is taken.)
	(Signature)

		DO NOT	WRITE II	THIS SPACE
NATIONAL LABOR RELATIONS BOARD	Case			Date filed
CHARGE AGAINST LABOR ORGANIZATIO OR ITS AGENTS		10-CB-080863		5/11/10
NSTRUCTIONS: File an original of this charge with the NLRB Regional D		irector of the region	in which	be alleged unfair labor practice
occurred or is occurring.	ille NEND Regional L	mector of the region	iii willcii	nie aneged dinair labor practice
1 LABOR ORGANIZATIO	N OR ITS AGENTS AG			
a Name	E AND FIRE	b Union Represen DAVID HILKIE	tative to C	ontact
INTERNATIONAL UNION SECURITY POLIC		DAVID HILKIE		
PROFESSIONALS OF AMERICA (SPFPA) A 127	IND ITS LOCAL			
121				
c Address		d. Tel. No.	e.Cell N	lo.
25510 KELLY ROAD, ROSEVILLE, MI 48066	5-4932	(586)772-7250		
		f. Fax No	g e-Ma	arl
T. 1 - 1 - 2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 -	 	<u> (586)772-9644</u>	ــــــــــــــــــــــــــــــــــــــ	
 h. The above-named labor organization or its agents hat 8(b), subsection(s) (1)(A) of the National Labor Relation 				
the meaning of the Act, or are unfair practices affecting				
2. Basis of the Charge (set forth a clear and concise state	tement of the facts co.	nstituting the alleged u	nfair labor	practices)
(5)(6)-(4)-(7)(6)				
Since about (b) (6), (b) (7)(C), 2012 the abo	ove-named la <u>bo</u>	r organization ha		
employees by refusing to process the) (6), (b) (7)(C)	rega	rding [0] termination, for
aubituani ar diagriminatani raggana ar '				
arbitrary or discriminatory reasons or	in bad faith.			
3 Name of Employer	in bad faith.	4a. Tel. No.	4b. Cel	No
	in bad faith.	4a. Tel. No. 4c Fax No.	4b. Cel 4d. e-N	
3 Name of Employer PARAGON SYSTEMS		4c Fax No.	4d. e-N	ail
3 Name of Employer			4d. e-N	ail
3 Name of Employer PARAGON SYSTEMS 5 Location of Plant involved (street, city, state, and ZIP) STROM THURMOND FEDERAL BLDG, 1310	code)	4c Fax No.	4d. e-N	ail
3 Name of Employer PARAGON SYSTEMS 5 Location of Plant involved (street, city, state, and ZIP) STROM THURMOND FEDERAL BLDG, 1310 COLUMBIA SC 29201	code) 0 LADY ST.,	4c Fax No. 6. Employer repres	4d. e-M	contact
3 Name of Employer PARAGON SYSTEMS 5 Location of Plant involved (street, city, state, and ZIP) STROM THURMOND FEDERAL BLDG, 1310	code) 0 LADY ST., 8. Principal product	4c Fax No. 6. Employer repres	4d. e-M	ail
3 Name of Employer PARAGON SYSTEMS 5 Location of Plant involved (street, city, state, and ZIP) STROM THURMOND FEDERAL BLDG, 1310 COLUMBIA SC 29201 7. Type of Establishment (factory, mine, wholesaler) SECURITY	code) 0 LADY ST.,	4c Fax No. 6. Employer repres	4d. e-Mentative to	contact f Workers employed
3 Name of Employer PARAGON SYSTEMS 5 Location of Plant involved (street, city, state, and ZIP) STROM THURMOND FEDERAL BLDG, 1310 COLUMBIA SC 29201 7. Type of Establishment (factory, mine, wholesaler) SECURITY 10. Full name of party filing charge	code) 0 LADY ST., 8. Principal product	4c Fax No. 6. Employer repres	4d. e-Mentative to	contact f Workers employed
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3 Name of Employer PARAGON SYSTEMS 5 Location of Plant involved (street, city, state, and ZIP of STROM THURMOND FEDERAL BLDG, 1310 COLUMBIA SC 29201 7. Type of Establishment (factory, mine, wholesaler) SECURITY 10. Full name of party filing charge (b) (6), (b) (7)(C)	code) 0 LADY ST., 8. Principal product GUARD SERVI	4c Fax No. 6. Employer repres	4d. e-Mentative to	contact f Workers employed
3 Name of Employer PARAGON SYSTEMS 5 Location of Plant involved (street, city, state, and ZIP of STROM THURMOND FEDERAL BLDG, 1310 COLUMBIA SC 29201 7. Type of Establishment (factory, mine, wholesaler) SECURITY 10. Full name of party filing charge (b) (6), (b) (7)(C) 11. Address of party filing charge (street, city, state, and	code) 0 LADY ST., 8. Principal product GUARD SERVI	4c Fax No. 6. Employer repres	4d. e-Mentative to	contact f Workers employed 11b. Cell No. b) (6), (b) (7)(C)
3 Name of Employer PARAGON SYSTEMS 5 Location of Plant involved (street, city, state, and ZIP) STROM THURMOND FEDERAL BLDG, 1310 COLUMBIA SC 29201 7. Type of Establishment (factory, mine, wholesaler) SECURITY 10. Full name of party filing charge (b) (6), (b) (7)(C) 11. Address of party filing charge (street, city, state, and	code) 0 LADY ST., 8. Principal product GUARD SERVI	4c Fax No. 6. Employer repres tor service 9. CE 0 (b) (6), (b) (7	4d. e-Mentative to	contact f Workers employed 11b. Cell No. b) (6), (b) (7)(C)
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3 Name of Employer PARAGON SYSTEMS 5 Location of Plant involved (street, city, state, and ZIP of STROM THURMOND FEDERAL BLDG, 1310 COLUMBIA SC 29201 7. Type of Establishment (factory, mine, wholesaler) SECURITY 10. Full name of party filing charge (b) (6), (b) (7)(C) 11. Address of party filing charge (street, city, state, and (b) (6), (b) (7)(C)	ziP code) 12. DECLARA d that the statement INDIVIDUAL	4c Fax No. 6. Employer repres tor service 9. CE 0 (b) (6), (b) (7) THE FAX NO.	Ad. e-Mentative to	contact f Workers employed 11b. Cell No. b) (6), (b) (7)(C) 11d. e-Mail b) (6), (b) (7)(C)
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WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U S C § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



SUBREGION 11 4035 UNIVERSITY PKWY STE 200 WINSTON SALEM, NC 27106-3275 Agency Website: www.nlrb.gov Telephone: (336)631-5201 Fax: (336)631-5210

July 12, 2012

GORDON A. GREGORY, GENERAL COUNSEL GREGORY, MOORE, JEAKLE & BROOKS, P.C. 65 CADILLAC SQ STE 3727 DETROIT, MI 48226-2893

Re: INTERNATIONAL UNION SECURITY POLICE AND

FIRE PROFESSIONALS OF AMERICA (SPFPA) AND

ITS LOCAL 127 (PARAGON SYSTEMS)

Claude T Harrell &

Case 10-CB-080863

Dear Mr. Gregory:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

Claude T. Harrell Jr. Regional Director

cc: DAVID HILKIE, LOCAL PRESIDENT INTERNATIONAL UNION SECURITY POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFPA) AND ITS LOCAL 127 25510 KELLY RD ROSEVILLE, MI 48066-4932

(b) (6), (b) (7)(C)

DAVID PACKMAN PARAGON SYSTEMS STROM THURMOND FEDERAL BLDG. 1310 LADY ST. COLUMBIA, SC 29201 INTERNET FORM NLRB-508 (2-08)

FORM EXEMPT UNDER 44 U.S.C 3512

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE				
Case 10-CB-082641	Date Filed 6-7-2012			

NSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

143 1100 110143. The an original with 14LND (regional Director for the	o region in willon alle alleged o	man labor pro	ouce cocan	ed or is coodining.
LABOR ORGANIZATION OR IT	S AGENTS AGAINST WHICH	CHARGE IS	BROUGHT	
a. Name		b. Union Re	oresentative	to contact
International Union, Security, Police and Fire Professionals of America, Local 317			(b) (6), (b)	(7)(C)
c. Address (Street, city, state, and ZIP code)		d. Tel. No.		e. Cell No. Tall Free
International Union, SPFPA		586-1	772-73	\$ 800 228-7492
25510 Kelly Rd. Ruseville, MI 4801010		f Fax No.		g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) (1)(A) are unfair practices affecting commerce within the meaning of the Armaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the Act and the Postal Reorganization Act.	of the Nati	onal Labor Re ices are unfair	lations Act, a practices at	and these unfair labor practices
Since on or about (b) (6), (b) (7)(C) 2012, Security, Police, by its officers, agents, and representatives, failed and representatives failed and representatives. The Whitestone Group, Incural unlawful.	efused to process a grie	vance rega	rding (b) (6	6), (b) (7)(C) (b) (6), (b) (7)(C)
Name of Employer The Whitestone Group, Inc.		4a. Tel. No. 205-521-0	260	b. Cell No.
		c. Fax No. 205-521-0)200	d. e-Mail
 Location of plant involved (street, city, state and ZIP code) 1200 Reverend Abraham Woods Jr. Blvd Birmingham, AL 35285 		•		yer representative to contact . Clark, President
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Numb	er of workers employed
government office	security		~40	•
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No).	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.		d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)				
decla (b) (6), (b) (7)(C) at the statements therein are true to the statement of the statem	to the best of my knowledge and belied by the best of my knowledge and belied by the best of the best	ef. Cel	No. Same	e as above
(b) (6), (b) (7)(C) Address	(date) x 6-	7-2012 e-1	fail	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

WITHDRAWAL REQUEST

In the matter of International SPFPA

10-CA- 82641

This is to request withdrawal of the charge in the above case.

Withdrawal Request approved.

Regional Director,

National Labor Relations Board

(b) (6), (b) (7)(C)

By <u>(X)</u>

(Title) Individual

Date (X) 1/25/12



REGION 10 233 PEACHTREE ST NE HARRIS TOWER, SUITE 1000 ATLANTA, GA 30303-1531

Agency Website: www.nlrb.gov Telephone: (404)331-2896 Fax: (404)331-2858

July 25, 2012

MICHAEL J. AKINS, ESQ GREGORY MOORE JEAKLE HEINEN & BROOKS, P.C. 65 CADILLAC SQUARE, STE 3727 DETROIT, MI 48226-2822

Re:

International Union, Security, Police an Fire Professionals of America, Local 317

Case 10-CB-082641

Dear Mr. Akins:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

CLAUDE T. HARRELL JR. Regional Director

cc:

(b) (6), (b) (7)(C)

JOHN D. CLARK, PRESIDENT THE WHITESTONE GROUP 1200 REVEREND ABRAHAM WOODS JR BLVD BIRMINGHAM, AL 35285-0003

(b) (6), (b) (7)(C) , (b) (6), (b) (7)(C) INTERNATIONAL UNION OF SECURITY, POLICE & FIRE PROFESSIONALS OF AMERICA, LOCAL 114

From: Reginald Ware FORM NLRB-508 (2-08)

Fax: +1 (801) 820-9096 To: Lanita Cravey UNITED STATES OF AMERICA

NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION

Fax: +1 (20	05) 933-3017	Page 3 of 4 6/11/2012 3:04 MPT UNDE DO NOT WRITE IN THIS SPACE	R 44 U.S.C 3512
N	Case	Date Filed	

OR ITS AGENTS

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	nfair labor pra	ctice occurre	ed or is occurring.			
1. LABOR ORGANIZATION OR ITS	S AGENTS AGAINST WHICH	CHARGE IS	BROUGHT				
a. Name		b. Union Rep	resentative	to contact			
International Union, Security, Police and Fire Profession 317	Inion, Security, Police and Fire Professionals of America, Local			(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)			
c. Address (Street, city, state, and ZIP code)		d. Tel. No.		e. Cell No.			
5428 Brookview Cir	•	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)			
Pinson, Al. 35126		f. Fax No.		(b) (6), (b) (7)(C)			
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections)(b)(2)of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.							
2. Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the alleged	f unfair labor _i	practices)				
organization, by its officers, agents, and representation of a member that was fired due to racial discrimination	ecurity officer (b) (6), (b) le and refusing to assi	(7)(C) by st ^{(0)(6),(0} in fi	pulling 🏻 Iling a gri	off of post evance on behalf			
Name of Employer The Whitestone Group, Inc.		4a. Tel. No. 205-521-0	260	b. Cell No.			
The Windstolle Gloup, Inc.		c. Fax No.		d. e-Mail			
Location of plant involved (street, city, state and ZIP code)		205-521-0		er representative to contact			
1200 Reverend Abraham Woods Jr. Blvd Birmingham, AL 35285				Clark, President			
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Numbe	r of workers employed			
government office	security		~40				
10. Full name of carty filing charge (b) (6), (b) (7)(C)		11a. Tel. No	•	b. Cell No. (b) (6), (b) (7)(C)			
		c. Fax No.		d. e-Mail			
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)							
12. DECLARATION declare that I have read the shows charge and that the statements therein are true to	the best of my knowledge and belie		No				
By (signature correspondentative or person making charge) (b) (6), (b) (7)(C) (Print/type name and title or office, if any)				(b) (7)(C)			
(b) (6), (b) (7)(C)	(date <u>) x</u> 6/07	e-N					

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT



REGION 10 233 PEACHTREE ST NE HARRIS TOWER, SUITE 1000 ATLANTA, GA 30303-1531

Agency Website: www.nlrb.gov Telephone: (404)331-2896 Fax: (404)331-2858

August 13, 2012

(b) (6), (b) (7)(C) , (b) (6), (b) (7)(C)
INTERNATIONAL UNION, SECURITY, POLICE
AND FIRE PROFESSIONALS OF AMERICA, LOCAL 317
(b) (6), (b) (7)(C)

Re:

INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA, LOCAL 317 Case 10-CB-083022

Dear (b) (6), (b) (7)(C):

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

CLAUDE T. HARRELL JR.

Regional Director

cc:

(b) (6), (b) (7)(C)

JOHN D. CLARK, President THE WHITESTONE GROUP 4100 REGENT ST STE C COLUMBUS, OH 43219-6156

UNITED STATES OF AMERICA			DO N	IOT WE	RITE IN THIS SPACE
NATIONAL LABOR RELATIONS BOARD		Case			Date filed
CHARGE AGAINST LABOR ORGANIZATIO OR ITS AGENTS	N	10-C	B-85915		07/24/2012
INSTRUCTIONS: File an original of this charge with t	he NLRB Re	gional Dir	ector of the reg	ion in v	which the alleged unfair labor practice
occurred or is occurring.					
1. LABOR ORGANIZATION	OR ITS AG	ENTS AGA			
 a. Name International Union, Security, Police and Fire I 	Drofossion	ale of	b. Union Repre (b) (6), (b) (7)(c) (b) (6)		
America	F1016991011	iais Oi	(5) (5)	,, (S) (·)(
America					
c. Address			d. Tel. No.		e.Cell No.
(b) (6), (b) (7)(C)					(b) (6), (b) (7)(C)
(b)(b)(b)(b)(b)(b)			f, Fax N	o. §	g. e-Mail
 The above-named labor organization or its agents have 8(b),(1)(A) subsection(s) of the National Labor Relation 					
meaning of the Act, or are unfair practices affecting of					
2. Basis of the Charge (set forth a clear and concise stat	ement of the	facts cons	tituting the alleg	ed unfai	ir labor practices)
1.On or about March 12, 2012, the above-named lat	oor organizat	tion, throug	h its representat	iive (b) (6	6), (b) (7)(C), filed and processed internal
union charges against (b) (6), (b) (7)(C) in retaliat	tion for (0) (6). (0)	tiling i	NLRB charges a	gainst	6) (6), (b) (7)(c) In (0)(c) capacity as (0)(c), (d)
(b) (c) (c) (c) (c)					
2. On or about March 25, 2012, the above-named la	abor organiza	ation held	a hearing on the	internal	l union charges filed against (0)(6), (0)(7)(0)
because of [10] filing charges with the NLRB.	Ü		· ·		
3. On or about March 25, 2012, the above-named la	abor organiza	ation, throu	igh its officer (b)	(6), (b) (7	(C) threatened that be would have be
removed from the post because of blandary p	iotected inte	mai union	activities and be	cause o	charge ming activities.
4. In or about March 2012, the above-named labor	organization.	, through it	s representative	(b) (6), (b	b) (7)(C), withdrew former employee
 In or about March 2012, the above-named labor (b) (6), (b) (7)(C) grievance on (b) discharge, in re 	taliation aga	inst (b) (6). (b) (because of (b)	6 prote	cted internal union and charge filing
activities.					- Andrews
Name of Employer			4a. Tel. No.	I -	4b. Cell No.
The Whitestone Group, Inc			(205)521-	4	4d. e-Mail
			0260		
			4c. Fax No.		
			(205)521-	ļ	
			0200		
Location of Plant involved (street, city, state, and ZIP)	code)		6. Employer re	present	lative to contact
1200 Reverend Abraham Woods Jr. BLVD			John D. C	lark	
Birmingham, AL 35285					, and the second
7. Type of Establishment (factory, mine, wholesaler)	8. Principa	al product o	or service	9. Nu	umber of Workers employed
Security	Security	quards		50	
10. Full name of party filing charge		3	11a. Tel. No.		11b. Cell No.
(b) (6), (b) (7)(C)			(b) (6), (b) (7)	(C)	
				(0)	11d a Mail
			11c. Fax No.		11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and	7IP code)				(b) (6), (b) (7)(C)
	0000)				
(b) (6), (b) (7)(C)					
	42 B	ECLARAT	ION		
					*
I declare that I have read the above charge an	d that the st	tatements	therein are true	to the	
(b) (6) (b) (7)(C)					Tel No. Cell No.
(b) (6), (b) (7)(C)	(b) (6), (b	(7)(C)		(b) (6), (b) (7)(C)
Ву:	(0	/ (°), (b	7 (1)(0)		(6) (6), (6) (7)(6)
(signal arge			ame and title or o	office, if	Fax No.
Address: (b) (6) (b) (7)(C)	l a	ny)	Deter		o Mail
Address: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)			Date:	2012	e-Mail (b) (6) (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

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REGION 10 233 PEACHTREE ST NE HARRIS TOWER, SUITE 1000 ATLANTA, GA 30303-1531

Agency Website: www.nlrb.gov Telephone: (404)331-2896 Fax: (404)331-2858

September 27, 2012

MICHAEL AKINS, ATTORNEY
INTERNATIONAL UNION, SECURITY POLICE
AND FIRE PROFESSIONALS OF AMERICA (SPFPA),
AND ITS LOCAL 61
65 CADILLAC SQUARE, SUITE 3727
DETROIT, MI 48226

Re:

INTERNATIONAL UNION, SECURITY, POLICE AND FIRE

PROFESSIONALS OF AMERICA

Case 10-CB-085915

Dear Mr. Akins:

The Charging Party has asked to withdraw the above charge based upon a private agreement between the parties. I have approved this request, conditioned on the performance of the undertakings in that private agreement that the Union will advise the Charging Party in writing that the internal union charges have been rescinded and that there will be no further reference to the internal charges.

The charge is subject to reinstatement for further processing if the Charging Party requests reinstatement and supports its request with evidence of non-compliance with the undertakings in the private agreement.

Very truly yours,

màry(**)**L. bulls

Acting Regional Director

cc:

(b) (6), (b) (7)(C)

INTERNATIONAL UNION, SECURITY, - 2 - POLICE AND FIRE PROFESSIONALS OF AMERICA Case 10-CB-085915

JOHN D. CLARK SR., PRESIDENT/CEO THE WHITESTONE GROUP 4100 REGENT ST, STE C COLUMBUS, OH 43219-6156

(b) (6), (b) (7)(C) , (b) (6), (b) (7)(C) INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA, LOCAL 317

(b) (6), (b) (7)(C)

(FRI) JAN 4 2013 8:38/ST. 8:38/No. (b) (6), (b) (7)(C) P 1

9B-508 LO. LR MPT UNDER 44 U.S.C. 3512 UNITED STATES OF AMERICA

NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

TO THE SPACE						
Case	Date Filed					
10-CB-96174	1-4-13					

100		10	TI	^		c.
NS	K	U	- 11	U	N	5:

lle an original and 4 copies o	of this charge and an additional co	py for each organization, e	each local, and each in	ndividual named
	anal Director of the region in which			

	INIZATION OR ITS A	AGENTS AGAINST WHICH CHARGE IS BE	
Name Security Police Fire Professionals of Am	erica, Local 107		b. Union Representative to contact: (b) (0), (b) (7)(C), (b) (0), (b) (7)(C)
c Union Telephone & FAX No.	d. Address (street, c	ity, state and ZIP code)	
(586) 772-7250 (800) 228-7492	25510 Kelly Road, Ro www.spfpa.org.	oseville, Michigan 48066	
meaning of section 8(b), subsections unfair practices affecting commerce with	s 8(b)(1)(A) and (2) o ain the meaning of the	engaged in and is (are) engaging in unfair f the National Labor Relations Act, and these Act. ent of the facts constituting the allegad unfa	e unfair labor practices are
and representatives, has been of F.J.C. Security Services Incomployees, and has thereby be	requesting and c., an employer, cen requesting a	eve named labor organization, by accepting payroll deductions on in bad faith and without any aut and receiving illegal assistance for demployer to discriminate again	behalf of employees thorization from such rom said employer and
). Name of Employer			4. Telephone No.
F.J.C Security Services, Inc.			(615) 969-1807
 Location of plant involved (street, cit 275 Jericho Turnpike, Floral 800 Gay Street, Knoxville, Tl 	Park, NY 11001	*)	Erripfoyer representative to contact Robert Chase, Contract Manager
7 Type of establishment (factory, mine Security company	, wholesaler, etc.)	Identify principal product or service Guard service	9. Number of workers 60 employed About
(b) (6), (b) (7)(C)			1
11 Address of party filing charge (street	et, city, state and ZIP	code)	12 Telephone No.
	. ,	•	(b) (6), (b) (7)(C)
(b) (6), (b) (7)	(C)		
		DECLARATION	
	ve charge and that the	e statements therein are true to the best of	my knowledge and belief,
	ve charge and that the	e statements therein are true to the best of	my knowledge and belief, e: An Individual Date



REGION 10 233 PEACHTREE ST NE HARRIS TOWER, SUITE 1000 ATLANTA, GA 30303-1531

Agency Website: www.nlrb.gov Telephone: (404)331-2896 Fax: (404)331-2858

January 23, 2013

INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFAP) AND ITS LOCAL UNION NO. 245 25510 KELLY RD ROSEVILLE, MI 48066-4932

Re: SECURITY, POLICE & FIRE

PROFESSIONALS OF AMERICA

LOCAL 107 (FJC SECURITY SERVICES,

INC.)

Case 10-CB-096174

Dear Sir or Madam:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

CLAUDE T. HARRELL JR.

Claude T Harrell &

Regional Director

cc:

(b) (6), (b) (7)(C)

FJC SECURITY SERVICES, INC. 800 GAY STREET KNOXVILLE, TN 37902 INTERNET FORM NLRB-508 (2-08)

FORM EXEMPT UNDER 44 U.S.C.3512

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

	, oran Ertenii i One Ert 11 o o o oote				
DO NOT WRITE IN THIS SPACE					
Case	Date Filed				

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	nfair labor pra	ctice occurre	ed or is occurring			
1 LABOR ORGANIZATION OR ITS	S AGENTS AGAINST WHICH						
a Name		b. Union Rep	resentative	to contact			
United Security & Police Officers of America (USPOA)			Assane B. Faye				
		Executive	Director				
c. Address (Street, city, state, and ZIP code)		d Tel. No.		e. Cell No.			
1101 Pennsylvania Ave, NW, Ste. 600		202-276-2	2475				
Washington, DC 20004-2544		f Fax No.		g e-Mail			
•		586-772-9	644	(b) (6), (b) (7)(C)			
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) 8(1)(A) are unfair practices affecting commerce within the meaning of the Ac meaning of the Act and the Postal Reorganization Act	of the Natio	onal Labor Rel	ations Act, a	and these unfair labor practices			
2 Basis of the Charge (set forth a clear and concise statement of th	e facts constituting the alleged	d unfair labor p	oractices)				
3 Name of Employer Paragon Systems, Inc.		4a. Tel No. 404-622-8	597	b. Cell No.			
		c. Fax No.	ĺ	d e-Mail			
5 Location of plant involved (street, city, state and ZIP code)			6 Employ	er representative to contact			
650 Hamilton Ave., SE			Vernon				
Atlanta, GA 30312			Program	n Manager			
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Numbe	r of workers employed			
Security at a federal building	Security at a federal bu	uilding	17+				
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel No		b Cell No. (b) (6), (b) (7)(C)			
		c Fax No.		d e-Mail			
11 Address of party filing charge (street, city, state and ZIP code.)		(b) (6), (b) (7)(C)				
		(-7-(-7)					
(b) (6) (b) (7)(0)							
$_{\rm d}({\sf b})\ ({\sf 6}),\ ({\sf b})\ ({\sf 7})({\sf C})_{\rm in \ are \ true \ to}$	the best of my knowledge and belie	f. Tel.	No.				
(b) (6), (l	b) (7)(C)	Cell	No. (b) (6),	(b) (7)(C)			
(Print/type	name and title or office, if any	fax					
(b) (6) (b) (7)(C)		e-M	ail (b) (c)	(b) (7)(C)			
(b) (6), (b) (7)(C)	(date)_1/28/2		(D) (O), ((b) (7)(C)			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT



REGION 10 233 PEACHTREE ST NE HARRIS TOWER, SUITE 1000 ATLANTA, GA 30303-1531

Agency Website: www.nlrb.gov Telephone: (404)331-2896 Fax: (404)331-2858

April 1, 2013

ASSANE FAYE, Executive Director UNITED SECURITY & POLICE OFFICERS OF AMERICA (USPOA) 1101 PENNSYLVANIA AVE NW, STE 600 WASHINGTON, DC 20004-2544

Re:

UNITED SECURITY AND POLICE OFFICERS OF AMERICA (PARAGON SYSTEMS, INC.) Case 10-CB-097293

Dear Mr. FAYE:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

CLAUDE T. HARRELL JR.

Claude T Housel &

Regional Director

CC

(b) (6), (b) (7)(C)

VERNON FIELDS, Operations Manager PARAGON SYSTEMS, INC. 650 HAMILTON AVE SE ATLANTA, GA 30312-3778

FORM EVENDT LINDER 44 H C C 2540

0170372010 14121

INTERNET FORM NLRB-508 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION

4046386873

	PORM EXEMPT UNDER 44 U.S.C 3512			
DO NOT WRITE IN THIS SPACE				
Case	Date Filed			
10-CB-108821	7-9-13			

OK 115 AGEN15		<u>-CB-1088</u>		7-9-13		
INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged	unfair labor p	actice occum	ed or is occurring.		
LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHIC			, , , ,		
a. Name		b. Union Re	epresentative	to contact		
United Security & Police Officers of America (USPOA)	Assane Faye					
c. Address (Street, city, state, and ZIP code) (b) (6), (b) (7)(C)		d. Tel. No.		e. Cell No. (b) (6), (b) (7)(C)		
		f. Fex No.		g. e-Maii (b) (6), (b) (7)(C)		
h. The above-named organization(s) or its agents has that elegaged subsection(s) (list subsections) are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	of the Na	ational Labor R	elations Act, a	and these unfair labor practices		
2. Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the alleg	ged unfair labor	practices)			
2. Basis of the Charge (set forth a clear and conclase statement of the facts constituting the alleged unfair labor practices) I have been with USPOA Local 410 since its inception. I was a member of the committee that negotiated our current CBA. Since that time, (a) (a) (b) (7) (c) at Paragon Systems Human Resources, who informed me all I needed to do to stop the union deduction was to fax (a) a written request to do so. I sent the fax, but the deductions continued. I have been unable to reach (a) (a) (a) (b) (7) (c), or have (a) a written request to do so. I sent the fax, but the deductions continued. I have been unable to reach (a) (a) (a) (b) (7) (c), or have (a) a written request to do so. I sent the fax, but the deductions continued. I have been unable to reach (a) (a) (b) (7) (c), or have (a) a written request to do so. I sent the fax, but the deductions continued. I have been unable to reach (a) (a) (b) (7) (c), or have (a) a written request to do so. I sent the fax, but the deductions continued. I have been unable to reach (a) (a) (b) (7) (c), or have (a) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c						
Herndon, VA 20171						
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal produ		9. Numbe	er of workers employed		
'Security	Federal Sec	ursty	1			
10. Full name of party filing charge			lo.	(b) (6), (b) (7)(C)		
(b) (6), (b) (7)(C)	c. Fax No.		u, e-viai			
11. Address of party filing charge (street, citv. state and ZIP code.)						
(b) (6), (b) (7)(C)						
	the best of my knowledge and be		el, No.			
By (6), (b) (7)(C) generals therein are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (c) (b) (6), (b) (7)(C) (c) (b) (6), (b) (7)(C)						
у отогуре	, ions one the or onice, it t		x No.	,		
Address (b) (6), (b) (7)(C)	(date) 07-l		-Mail (b) (6), (b) (7)(C)		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the Netional Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this Information to the NLRB is voluntary; however, feiture to supply the information will cause the NLRB to decline to invoke its processes.

REGION 10 233 Peachtree St NE Harris Tower Ste 1000 Atlanta, GA 30303-1504

Agency Website: www.nlrb.gov Telephone: (404)331-2896

Fax: (404)331-2858

September 30, 2013

ASSANE B. FAYE, EXECUTIVE DIRECTOR UNITED SECURITY & POLICE OFFICERS OF AMERICA (USPOA)

(b) (6), (b) (7)(C)

Re: UNITED SECURITY & POLICE OFFICERS

OF AMERICA (USPOA) (PARAGON SYSTEMS, INC.)

Case 10-CB-108821

Dear Mr. FAYE:

The Charging Party has asked to withdraw the above charge based upon a private agreement between the parties. I have approved this request, conditioned on the performance of the undertakings in that private agreement.

The charge is subject to reinstatement for further processing if the Charging Party requests reinstatement and supports its request with evidence of non-compliance with the undertakings in the private agreement.

Very truly yours,

CLAUDE T. HARRELL JR.

Claude T Harrell &

Regional Director

cc: (b) (6), (b) (7)(C)

PARAGON SYSTEMS, INC. 13655 DULLES TECHNOLOGY DRIVE SUITE 100 HERNDON, VA 20171-4634

FORM NLRB-508 <u>L.O.</u> Inquiry #928314721 <u>LR</u> FORM EXEMPT UNDER 44 U.S.C. 3512

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE				
Case	Date Filed			
10-CB-117186	11-15-13			

	CT	

File an or	riginal and	4 copies of thi	s charge and ar	n additional cop	y for each o	rganization,	each local,	and each ir	ndividual name	d
n item 1	with the Ni	RR Regional	Director of the r	egion in which	the alleged i	infair labor i	practice occ	curred or is	occurring.	

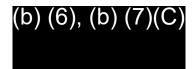
		which the alleged untail labor practice of	
		AGENTS AGAINST WHICH CHARGE IS BE	
United Security & Police Off	icers of America (USP	OA) and Local Union No. 410, USPOA	b. Union Representative to
		}	contact: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
c. Union Telephone & FAX No.	d Address (street o	ity, state and ZIP code)	,,
c. Official releptions & FAX No.	a. Address (street, C	De italian otato on	LICE AFFICETUL
\checkmark	1 12 Kg	A. United State PO All Pannsylva Ation Front wash gibn, ox	A.H ANE. NW. 6th
\wedge	ASSOC!	At the Proof was to an or	2,20004 1544
The above-named organization(s)	or its agents has (have)	engaged in and is (are) engaging in unfair	abor practices within the
meaning of section 8(b), subsection	ns 8(b)(1)(A) of the Na	tional Labor Relations Act, and these unfair	labor practices are unfair
practices affecting commerce within th	e meaning of the Act.		
Basis of the Charge (set forth a cle	ar and concise stateme	ent of the facts constituting the alleged unfai	r labor practices)
		filing of this charge, the above-r	
organization, by its officers,	agents and repre	sentatives, failed and refused and	d continues to fail and
•		7)(C), an employee of Paragon S	
-		ty of representation owed to emp	,
vacation pay, and has thereo	y breached its du	ny or representation owed to emp	noyees.
			1
3. Name of Employer			4. Telephone No.
Paragon Systems, Inc.			(404) 352-3795
and of blomby me.			FAX (404) 352-3798
			(703) 263-7176
	1 7	v - 5	FAX (703) 263-9527
			1101 (103) 203-3321
5 Location of plant involved (street, c	ity, state and ZIP code) .	6. Employer representative
(1) 684 Antone Avenue, Atlanta	a, GA		(1) Vernon Fields
(2) 13655 Dulles Technology D	rive, Suite #100, F	lerndon, Virginia 20171]
	· · · · · · · · · · · · · · · · · · ·		
 Type of establishment (factory, mir 	ne, wholesaler, etc.)	Identify principal product or service Security continue	9. Number of workers
Security agency		Security services	employed – about 250
9. Full name of party filing charge		<u> </u>	
		•	
(b) (6), (b) (7)(C)			
Address of party filing charge (street)			
(1) (0) (1) (7)(0)	eet, city, state and ZIP	code)	12. Telephone No.
(b) (6) (b) (7)(C)	eet, city, state and ZIP	code)	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	eet, city, state and ZIP	code)	(1) (0) (1) (7) (0)
(b) (6), (b) (7)(C)			(b) (6), (b) (7)(C)
	6.	DECLARATION	(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
I declare that I have read the abo	6.		(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
	6. ove charge and that the	DECLARATION e statements therein are true to the best of r	(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
I declare that I have read the abo	6. ove charge and that the	DECLARATION e statements therein are true to the best of r Title Telephone No.	(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) ny knowledge and belief.
I declare that I have read the abo	6. ove charge and that the	DECLARATION e statements therein are true to the best of r	(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) my knowledge and belief.
I declare that I have read the abo	6. ove charge and that the	DECLARATION e statements therein are true to the best of r Title Telephone No.	(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) ny knowledge and belief.

Harris Tower Ste 1000

Atlanta, GA 30303-1504

Agency Website: www.nlrb.gov Telephone: (404)331-2896 Fax: (404)331-2858

January 14, 2014



Re: UNITED SECURITY & POLICE OFFICERS OF

AMERICA (USPOA), LOCAL UNION 410

(PARAGON SYSTEMS, INC.)

Case 10-CB-117186

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that UNITED SECURITY & POLICE OFFICERS OF AMERICA (USPOA), LOCAL UNION 410 has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on E-File Documents, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on January 28, 2014. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed no later than 11:59 p.m. Eastern Time on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than January 27, 2014. If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely. If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before January 28, 2014.** The request may be filed electronically through the *E-File Documents* link on our website www.nlrb.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after January 28, 2014, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

CLAUDE T. HARRELL JR.

Claude T Harrell &

Regional Director

Enclosure

cc: ASSANE B. ALAIN FAYE, EXECUTIVE DIRECTOR
UNITED SECURITY AND POLICE OFFICERS OF AMERICA
1101 PENNSYLVANIA AVENUE, N.W., SUITE 600
WASHINGTON, DC 20004

ROMAN GUMUL, DIRECTOR OF LABOR RELATIONS PARAGON SYSTEMS, INC. 13655 DULLES TECHNOLOGY DR, STE 100 HERNDON, VA 20171-4634

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel	Date:
Attn: Office of Appeals	
National Labor Relations Board	
Room 8820, 1099 - 14th Street, N.W.	
Washington, DC 20570-0001	
• •	hereby taken to the General Counsel of the National e Regional Director in refusing to issue a complaint
Cons Nama(a)	
Case Name(s).	
Case No(s). (If more than one case number,	include all case numbers in which appeal is taken.)
	(Signature)

FORM EVENDT LINDED MALLOC 2512

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION **OR ITS AGENTS**

FORM EXE	MPT UNDER 44 U.S.C. 3512
DO NOT WRITE	IN THIS SPACE
Case	Date Filed
	4/3/14
10-CB-125860	

PINIS	TR	ICT	IOL	19.

File an original and 4 copies of this charge and an addition the NLRB Regional Director of the region in which the alle		
	R ITS AGENTS AGAINST WHICH CHARGE	
a. Name Security, Police and Fire Professimals of Am	erica (SPFPA), Local 403	b. Union Representative to contact (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
c. Telephone No. d. Address (street,	city, state and ZIP code).	
(b) (6), (b) (7)(C) (local) (b) (6), (b) (7)	(local)	
360-772-7230 (main)	oad., Roseville MI 48066 (head o	quarters)
586-772-9644 (fax)		
e. The above-named organization(s) or its agents has (have) 8(b), subsection(s) (1)(A) of the National Labor Relations Act, meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise stateme	nt of the facts constituting the alleged unfair la	abor practices)
For the past six months and continuing to dat representatives has interfered with, restrained guaranteed by Section 7 of the Act by promul	, and coerced its employees in the	
g : g : g :	110 4 1	4. Telephone No.
3. Name of Employer Securitas Security Services G45 Security Solv		931-489-4682
5. Location of plant involved (street, city, state and ZIP code)	-110112	Employer representative to contact
100 Saturn Parkway, Spring Hill, TN 37174		Sam Lamar, Security Chief
7. Type of establishment (factory, mine, wholesaler, etc.)	Identify principal product or service.	Number of workers employed.
General Motors Factory	Security for General Motors	50 +/-
10. Full name of party filing charge (b) (6), (b) (7)(C)		
11. Address of party filing charge (street, city, state and ZIP of (b) (6), (b) (7)(C)	code)	12. Telephone No. (b) (6), (b) (7)(C)
By_Peggy Love Signature of rep AddressIs Lister 1800.	DECLARATION le statements therein are true to the bes Title Telephone No. Is Above	st of my knowledge and belief. Individual Date 4-3-14

APR-08-2014(TUE) 14:30 FIRST FARMERS SPRING HILL

APR-08-2014 14:32 NLRB NASHVILLE REG 26

(FAX)931 486 1033 P.002/002

615 736 7761 P.02

FORM NLRB-508

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

FIRST AMENDED CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

	MPT UNDER 44 U.S.C. 351
DO NOT WRITE	IN THIS SPACE
Case 10-CB-125860	Date Filed 4/8/14 Apr 8, 2014

INSTRU	CT	O	NS
--------	----	---	----

File an original and 4 copies of this charge the NLRB Regional Director of the region is	and an additional co	py for each organization, each located in the state of th	si, and each individual named in item 1 with
1. LABOR ORG	ANIZATION OR ITS	AGENTS AGAINST WHICH CHARGE	IS BROUGHT
Security, Police and Fire Professi	onals of Americ	a (SPFPA), Local 403	b. Union Representative to contect (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
c. Telephone No. (b) (6), (b) (7)(C) (local)) (6), (b) (7	$)(C) \qquad \text{(local)}$	
586-772-9644 (fax)	•	Roseville MI 48066 (head	•
e. The above-named organization(s) or its ag 8(b), subsection(s) (1)(A) of the National Labo meaning of the Act.	r Relations Act, and th	oso unfair labor practices are unfair p	ractices affecting commerce within the
2. Basis of the Charge (set forth a clear and c	concise statement of the	a facts constituting the alleged unfair	labor practices)
For the past six months and conting representatives has interfered with guaranteed by Section 7 of the Ac	n, restrained, and	coerced its employees in th	
3. Name of Employer			4. Telephone No.
G4S Security Solutions 5. Location of plant involved (street, city, stote 100 Saturn Parkway, Spring Hill,			931-489-4682 6. Employer representative to contact Sam Lamar, Security Chief
7. Type of establishment (factory, mine, whole General Motors Factory	esaler, etc.) 8. Id	dentify principal product or service. Curity for General Motors	9 Number of workers employed. 50 +/-
	b) (7)(C)		
(b) (6), (b) (7)(C)	state and ZIP code)		12. Telephone No. (b) (6), (b) (7)(C)
By_Peggy Lovell Signature of repr	(7)(C)	DECLARATION statements therein are true to the be	st of my knowledge and belief. D) (6), (b) (7)(C)

Address...<u>is f.iste</u>

Telephone No. 18 Above



REGION 10 233 Peachtree St NE Harris Tower Ste 1000 Atlanta, GA 30303-1504

Agency Website: www.nlrb.gov Telephone: (404)331-2896

Fax: (404)331-2858

June 19, 2014

Gregory A. Gordon, Esq. Gregory, Moore, Jeakle & Brooks, P.C. The Cadillac Tower 65 Cadillac Sq., Suite 3727 Detroit, MI 48226-2893

Re: Security, Police and Fire Professionals of

America (SPFPA) Local 403 (G4S Security

Solutions)

Case 10-CB-125860

Dear Mr. Gordon:

The Charging Party has asked to withdraw the above charge based upon a private agreement between the parties. I have approved this request, conditioned on the performance of the undertakings in that private agreement.

The charge is subject to reinstatement for further processing if the Charging Party requests reinstatement and supports its request with evidence of non-compliance with the undertakings in the private agreement.

Very truly yours,

/s/

CLAUDE T. HARRELL JR. Regional Director

cc: (b) (6), (b) (7)(C)

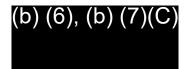
SECURITY, POLICE AND FIRE

PROFESSIONALS OF AMERICA

(SPFPA), LOCAL 403

(b) (6), (b) (7)(C)

DAVID L. HICKEY, INTERNATIONAL PRESIDENT INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFPA) 25510 Kelly Rd Roseville, MI 48066-4932



Fred Seleman, ESQ. G4S SECURE SOLUTIONS (USA), INC. 1395 University Blvd. Jupiter, FL 33458-5289

SAM LAMAR, Security Chief G4S SECURE SOLUTIONS 100 Saturn Pkwy Spring Hill, TN 37174-2492 INTERNET FORM NLRB-508 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

	FORM EXEMPT UNDER 44 U.S.C 3512		
DO NOT WRITE IN THIS SPACE			
Case 10-CB-158301	Date Filed 8-19-15		

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

1145 TROCTIONS. File all dilginal with NERB Regional Director for th			-		
LABOR ORGANIZATION OR IT	S AGENTS AGAINST WHICH			- Company of the Comp	
a. Name		<u> </u>		ve to contact	
Security Police and Fire Protection of America, Local 109		(b) (6),	(b) (7)(C)	
c. Address (Street, city, state, and ZIP code)		d. Tel. No		e. Cell No. (b) (6), (b) (7)(C)	
133 Raleigh Road		f. Fax No.		g. e-Mail	
Oak Ridge, Tennessee 37830		(b) (6), ((b) (6), (b) (7)(C)	
h. The above-named organization(s) or its agents has (have) engages subsection(s) (list subsections) are unfair practices affecting commerce within the meaning of the ameaning of the Act and the Postal Reorganization Act.	of the Mati	anall abar l	Dataliana Aa	t and these unfair takes exections	
2. Basis of the Charge (set forth a clear and concise statement of the	ne facts constituting the allege	d unfair labo	or practices)		
During the normal work week of Monday through Friday there Knoxville. The posts consist of post one and post two. There been working that day for (b) (c) (c) (d) (e) (d) (e) (e) (e) (e) (e) (e) (e) (e) (e) (e	is one day which is Friday FBI with the (b) (6), (b) (7) edge this and the (b) (6) for FJi tched my (b) (c) (c) with another t change post a bided post	that a (b) ((C) C as well. her individu . This is w	an The W what unlawful hy they are	works, and that how has had (b) (6), (b) (7)(C), and hich is employed by FJC is lly. Our CBA state the that has be bided out. The the has the	
3. Name of Employer		4a. Tel. N		b. Cell No.	
FJC Security Services;		c. Fax No	•	d. e-Mail	
5. Location of plant involved (street, city, state and ZIP code)		1	6. Emp	loyer representative to contact	
Knoxville, Tennessee					
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Num	ber of workers employed	
Security Contractor at all Federal buildings in TN	Security		60		
10. Full name of party filing charge		11a. Tel. I	No.	b. Cell No. (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)		c. Fax No.		d. e-Mail	
11. Address of party filing charge (street, city, state and ZIP code.)			(b) (6), (b) (7)(C)		
(b) (6), (b) (7)(C)		L			
12. DECLARATION		T	el, No.		
declars that I have mad the above charge and that the etatements therein are to be to	the best of my knowledge and belie	<u> </u>			
(b) (6), (b) (7)(C)		Cell No.			
charge) (Print/type name and title or office, if any		Fax No.			
(h) (6) (h) (7)(C)	ı		-Mail		
(b) (6), (b) (7)(C) Address	(date) 08/17/	2015			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

REGION 10 233 Peachtree St NE Harris Tower Ste 1000 Atlanta, GA 30303-1504

Agency Website: www.nlrb.gov Telephone: (404)331-2896

Fax: (404)331-2858

November 11, 2015

Michael J. Akins, Attorney Gregory, Moore, Jeakle & Brooks, P.C. 65 Cadillac Square, Suite 3727 Detroit, MI 48226

Re: Security. Police and Fire Protection of

America, Local 109 (FJC Security Services) Case 10-CB-158301

Dear Akins:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

CLAUDE T. HARRELL JR.

lande T Harrell &

Regional Director

ce: (b) (6), (b) (7)(C)

Security, Police and Fire Protection of America Local 109 133 Raleigh Rd Oak Ridge, TN 37830-5026

FJC Security Services, Inc. 800 S Gallaher View, Suite 112-A Road Knoxville, TN 37929-9729

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		10-CB-177105	05/27/2016
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice			
occurred or is occurring.	OR ITS AGENTS AGA	INST WHICH CHARGE IS BR	OUGHT
a. Name	OKTIO AGENTO AGE	b. Union Representative to	
International Union, Security, Police and Fire	Professionals	Randy Hardy, President	
of America, Local 329		1101107 110007, 110	
c. Address		d. Tel. No.	e. Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
	_	f. Fax No.	g. <u>e-Mail</u>
25510 Kelly Road, Roseville, MI 480666		5867729644	(b) (6), (b) (7)(C)
h. The above-named labor organization or its agents have			
8(b), 1(A) of the National Labor Relations Act, and the the Act, or are unfair practices affecting commerce with			
Basis of the Charge (set forth a clear and concise state.)			
Since about [0](6),(0)(7)(5) 2016, the above-name			
exercise of rights protected by Section 7 of	_		• • •
regarding unpaid/unused vacation and sid	-		
Name of Employer	A ICAYC TOT AI DI	4a. Tel. No.	4b. Cell No.
The Whitestone Group		919-541-2334	45. Cen 140.
The Whitestone Group		4c. Fax No.	4d. e-Mail
			12. 5
5. Location of Plant involved (street, city, state, and ZIP co	ode)	Employer representative	to contact
109 TW Alexander Dr, Durham, NC 27709-03	310	Joel Vannorman Ch	ief of Security
7. Type of Establishment (factory, mine, wholesaler)	Principal product	or service	Number of Workers employed
NEIHS	Security		70
10. Full name of party filing charge		11a. Tel. No.	11b. Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
		11c. Fax No.	11d e-Mail
		110, 1 02, 110.	(b) (6), (b) (7)(C)
•			(D) (D) , (D) (T)
11. Address of party filing charge (street, city, state, and Zi	IP code)		
(b) (6), (b) (7)(C)			
(=) (=) (=) (=)	12. DECLARAT	ION	
I declare that I have read the above charge and	that the statements	therein are true to the best	of my knowledge and belief.
			Tel No.
$_{\text{\tiny By}}$ (b) (6), (b) (7)(C)			
$_{BV}(D)$ ($D)$, ($D)$ (I)(D)			
	(b) (6), (b) ((b) (6), (b) (7)(C)
(signature or representative or person making charge)	Print/type nar	ne and title or office, if any	Cell No.
			(b) (6), (b) (7)(C)
Address:		Date:	Fax No.
(b) (6), (b) (7)(C)		· / /	
		3/26/11	(b) (6) (b) (7)(C)
		11.6	e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

SUBREGION 11 4035 University Pkwy Ste 200 Winston Salem, NC 27106-3275

Agency Website: www.nlrb.gov Telephone: (336)631-5201 Fax: (336)631-5210

August 24, 2016

Jeff LaRe, Executive Vice President The Whitestone Group 4100 Regent St, Ste C Columbus, OH 43219-6156

Michael J. Akins, Esq. Gregory, Moore, Jeakle & Brooks, P.C. 65 Cadillac Square, Suite 3727 Detroit, MI 48226-2893

Re: The Whitestone Group Case 10-CA-177097

International Union, Security, Police and Fire Professionals of America, Local 329

(The Whitestone Group) Case 10-CB-177105

International Union, Security, Police and Fire Professionals of America, Local 329

(The Whitestone Group) Case 10-CB-177117

Dear Mr. LaRe, Mr. Akins:

This is to advise you that I have approved the withdrawal of the charges in the above cases.

Very truly yours,

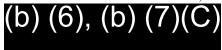
Terry D. Combs Acting Regional Director

By:

Scott C. Thompson Officer in Charge

(b) (6), (b) (7)(C)

Randy Hardy, President International Union, Security, Police and Fire Professionals of America, Local 329



International Union, Security, Police and Fire Professionals of America, Local 329 25510 Kelly Rd Roseville, MI 48066-4994

Joel Vannorman, Chief of Security The Whitestone Group 109 TW Alexander Dr Durham, NC 27709-0310

UNITED STATES OF AMERICA	•	DO NOT W	/RITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed	
CHARGE AGAINST LABOR ORGANIZATION OR ITS		10-CB-177117	05/27/2016	
AGENTS	W 55 5 1 1 5			
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.				
	OR ITS AGENTS AGA	INST WHICH CHARGE IS BR		
a. Name	5	b. Union Representative to		
International Union, Security, Police and Fire	Professionals	Randy Hardy, Pre	sident	
of America, Local 329		d. Tel. No.	e. Cell No.	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	
(b) (b), (b) (1)(b)		f. Fax No.	g. e-Mail	
25510 Kelly Road, Roseville, MI 480666		5867729644	(b) (6), (b) (7)(C)	
h. The above-named labor organization or its agents hav				
8(b), 1(A) of the National Labor Relations Act, and the the Act, or are unfair practices affecting commerce with				
2. Basis of the Charge (set forth a clear and concise state				
Since January 2016, the above named lab	or organization	has failed/refused to e	enforce the terms of the	
collective bargaining agreement with rega	ard to the assign	ment of work hours b	ased on seniority.	
Name of Employer The Whitestone Group		4a. Tel. No. 919-541-2334	4b. Cell No.	
		4c. Fax No.	4d. e-Mail	
5. Location of Plant involved (street, city, state, and ZIP c	ode)	6. Employer representative	to contact	
109 TW Alexander Dr, Durham, NC 27709-0	310	Joel Vannorman Ch	ief of Security	
7. Type of Establishment (factory, mine, wholesaler)	8. Principal produc	or service	Number of Workers employed	
NEIHS	Security		70	
10. Full name of party filing charge		11a. Tel. No.	11 <u>b. Cell No.</u>	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	
		11c. Fax No.	11d e-Mail	
			(b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and Z	IP code)		-	
(b) (6), (b) (7)(C)				
	12. DECLARAT	TION		
I declare that I have read the above charge and	that the statements	therein are true to the best	t of my knowledge and belief.	
			Tel No.	
(h) (G) (h) (7)(C)				
By (D) (O), (D) (7)(C)	(b) (6) (b)	(7)(C)	(b) (6), (b) (7)(C)	
(sig	(b) (6), (b)	ne and title or office, if any	Celi No.	
(3)	T talle type rice	no and this or omos, it any	(b) (6), (b) (7)(C)	
Address:		Date:	Fax No.	
(b) (6), (b) (7)(C)		-1.		
		5/26/16	e-Mail	
		1 -41/6	(b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

SUBREGION 11 4035 University Pkwy Ste 200 Winston Salem, NC 27106-3275

Agency Website: www.nlrb.gov Telephone: (336)631-5201 Fax: (336)631-5210

August 24, 2016

Jeff LaRe, Executive Vice President The Whitestone Group 4100 Regent St, Ste C Columbus, OH 43219-6156

Michael J. Akins, Esq. Gregory, Moore, Jeakle & Brooks, P.C. 65 Cadillac Square, Suite 3727 Detroit, MI 48226-2893

Re: The Whitestone Group Case 10-CA-177097

International Union, Security, Police and Fire Professionals of America, Local 329

(The Whitestone Group) Case 10-CB-177105

International Union, Security, Police and Fire Professionals of America, Local 329

(The Whitestone Group) Case 10-CB-177117

Dear Mr. LaRe, Mr. Akins:

This is to advise you that I have approved the withdrawal of the charges in the above cases.

Very truly yours,

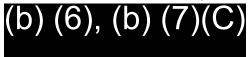
Terry D. Combs Acting Regional Director

By:

Scott C. Thompson Officer in Charge

cc: (b) (6), (b) (7)(C)

Randy Hardy, President International Union, Security, Police and Fire Professionals of America, Local 329



International Union, Security, Police and Fire Professionals of America, Local 329 25510 Kelly Rd Roseville, MI 48066-4994

Joel Vannorman, Chief of Security The Whitestone Group 109 TW Alexander Dr Durham, NC 27709-0310

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE		
NATIONAL LABOR RELATIONS BOARD		Case	Date filed	
CHARGE AGAINST LABOR ORGANIZATIO AGENTS				
INSTRUCTIONS: File an original of this charge with the	e NLRB Regional D	irector of the region in whi	ch the alleged unfair labor practice	
occurred or is occurring. 1. LABOR ORGANIZATION	OR ITS AGENTS AG	AINST WHICH CHARGE IS BI	ROUGHT	
a. Name	OK HONOZINIONO	b. Union Representative		
SPFPA Local 329		(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		
c. Address		d. Tel. No.	e.e. Cell No.	
4100 N Wickham Rd, Ste 107A, Melbourne,	FL 32935-2487	(b) (6), (b) (7)(C)		
		f. Fax No.	g. e-Mail	
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about (5)(6)(6)(7)(7)(7)(7)(7)(7)(7)(7)(7)(7)(7)(7)(7)				
regarding discharge for arbitrary or discri	minatory reasons	4a. Tel. No.	4b. Cell No.	
The Whitestone Group		44. 101.140.	45. Gen No.	
The Williams Stoup		4c. Fax No.	4d. e-Mail	
5. Location of Plant involved (street, city, state, and ZIP of	ode)	6. Employer representative	e to contact	
4100 Regent St, Ste C, Columbus, OH 43219	9-6156	Joel Van Norman		
7. Type of Establishment (factory, mine, wholesaler)	8. Principal produc	t or service	Number of Workers employed	
Security Services	Security Ser	vices	10	
10. Full name of party filing charge		11a. Tel. No.	11b. Cell No.	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	
		11c. Fax No.	11d e-Mail	
11. Address of party filing charge (street, city, state, and Z	IP code)	<u> </u>		
(b) (6), (b) (7)(C)	0000)			
(b) (b) (r)(c)	12. DECLARAT	TION		
I declare that I have read the above charge and			t of my knowledge and belief	
	triat the statements	therein are true to the bes	Tel No.	
I(D)(O).(D)(/)(C				
	4			
	(b) (6), (b)	(7)(C)	(b) (6), (b) (7)(C)	
(signature of representative or person making charge)	Print/type nar	me and title or office, if any	Cell No.	
			(b) (6), (b) (7)(C)	
Address: (b) (7)(C)		Date:	Fax No.	
(b) (6), (b) (7)(C)				
			e-Mail	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

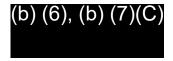
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UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

SUBREGION 11 4035 University Pkwy Ste 200 Winston Salem, NC 27106-3275 Agency Website: www.nlrb.gov Telephone: (336)631-5201 Fax: (336)631-5210

June 13, 2017



Re: Security, Police, and Fire Professionals of

America, Local 329 (The Whitestone Group) Case 10-CB-196650

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that Security, Police, and Fire Professionals of America, Local 329 has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlrb.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlrb.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on June 27, 2017. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than June 26, 2017. If an appeal is **postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before June 27, 2017.** The request may be filed electronically through the *E-File Documents* link on our website www.nlrb.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel

Case 10-CB-196650

will not consider any request for an extension of time to file an appeal received after June 27, 2017, even if it is postmarked or given to the delivery service before the due date. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

Scott C. Thompson Acting Regional Director

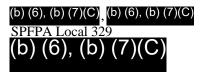
Lisa R Shearin

By:

Lisa R. Shearin Acting Officer in Charge

Enclosure

cc: Joel Van Norman
The Whitestone Group
4100 Regent St, Ste C
Columbus, OH 43219-6156



Jerry Heyman, Region 2 Director SPFPA PO Box 541365 Merritt Island, FL 32954-1365

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To:	General Counsel Attn: Office of Appeals National Labor Relations Board 1015 Half Street SE Washington, DC 20570-0001	Date:
Labor charg	Relations Board from the action of the Regional	taken to the General Counsel of the National Director in refusing to issue a complaint on the
Case	Name(s).	
Case	No(s). (If more than one case number, include a	ll case numbers in which appeal is taken.)
		(Signature)

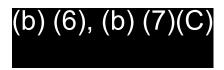


UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

OFFICE OF THE GENERAL COUNSEL

Washington, DC 20570

August 3, 2017



Re: Security, Police, and Fire Professionals of

America, Local 329 (The Whitestone Group) Case 10-CB-196650

Dear (b) (6), (b) (7)(C):

Your appeal from the Acting Regional Director's refusal to issue complaint has been carefully considered. The appeal is denied. Contrary to your contentions on appeal, there was insufficient evidence to establish that the Union violated its duty of fair representation, as alleged.

It is well established that a union is generally afforded wide range of discretion in the performance of its representation functions provided that its conduct is not motivated by arbitrary, invidious, or discriminatory considerations. See *Vaca v. Sipes*, 386 U.S. 171 (1967). Absent evidence that a Union relied on arbitrary or discriminatory considerations, no violation occurs merely because a grievant is dissatisfied with how the union represented them. A grievant also does not have the absolute right to have their grievance processed to arbitration. Although the investigation disclosed a conflict between you and a Union officer, the evidence indicated that the Union processed your grievance, but ultimately decided not to submit it for arbitration based on the merits of the grievance.

Contrary to your contention on appeal that the Union treated you differently than other similarly situated employees, the evidence established that the grievances that were similar to yours were ultimately lost at arbitration. The Arbitrator had ruled that those employees could not obtain reinstatement because the contracting governmental agency requested their removal from the contracted work. Relying on Section 7.C of the collective bargaining agreement (CBA), the Arbitrator found that the Union also was required to defer to the client's contract with the Employer. As your situation was similar to that of the other employees who had been removed at the client's request, the Union had a reasonable, good-faith basis for its determination that an arbitration of your dispute would not be successful.

The appeal also contends that the Regional Office's investigation was inadequate because a student intern handled your investigation. Our review of the investigation indicated that the

Regional Office closely supervised the investigation and handled this matter professionally and in accordance with the policies and procedures of the Board. In this connection, the supervisor handling the matter was fully involved and participated in the investigation. On appeal, we found that the evidence presented by the parties was sufficient to permit a proper assessment of the merits of the charge. Ultimately, all cases filed with the Regional Office are decided by the Regional Director. In this case, the Regional Director properly dismissed the charge based on the evidence and the case law.

Under the circumstances and after considering your contentions on appeal, it could not be concluded that the Union's actions were motivated by unlawful considerations or otherwise violated the Act, as alleged.

Sincerely,

Richard F. Griffin, Jr. General Counsel

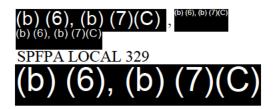
By:

Mark E. Arbesfeld, Acting Director Office of Appeals

Mark & Alestell

ce: CLAUDE T. HARRELL JR.
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
233 PEACHTREE ST NE
HARRIS TOWER STE 1000
ATLANTA, GA 30303-1504

SCOTT C. THOMPSON OFFICER IN CHARGE NATIONAL LABOR RELATIONS BOARD 4035 UNIVERSITY PKWY STE 200 WINSTON SALEM, NC 27106-3275 JERRY HEYMAN DIRECTOR INTERNATIONAL UNION, SECURITY, POLICE, AND FIRE PROFESSIONALS OF AMERICA (SPFPA) PO BOX 541365 MERRITT ISLAND, FL 32954-1365



Security, Police, and Fire Professionals of America, Local 329 (The Whitestone Group) Case 10-CB-196650

-3

JOEL VAN NORMAN CHIEF OF SECURITY THE WHITESTONE GROUP 4100 REGENT ST STE C COLUMBUS, OH 43219-6156

kf

INTERNET FORM NLRB-508 (2-08)

FORM EXEMPT UNDER 44 U.S.C.3512

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE			
Case	Date Filed		
10-CB-196905	APRIL 17, 2017		

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	nfair labor pra	ctice occurre	ed or is occurring.
 LABOR ORGANIZATION OR ITS 	AGENTS AGAINST WHICH	CHARGE IS	BROUGHT	
a. Name		b. Union Rep	resentative	to contact
Security Police Fire Professionals of America (SPFPA)		Can not re	member Un	known
		Title:		
		Title:		
A.I. (0) 1 7 1 1 1 1 7 1 1 1 1 1 1 1 1 1 1 1 1		d Tol No		Coll No
c. Address (Street, city, state, and ZIP code)		d. Tel. No. (586) 772-72	50	e. Cell No.
25510 Kelly Rd			.50	g o Mail
MI Roseville 48066		f. Fax No.		g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged				
subsection(s) (list subsections) (1)(A)	of the Nation	onal Labor Rel	ations Act, a	and these unfair labor practices
are unfair practices affecting commerce within the meaning of the A meaning of the Act and the Postal Reorganization Act.	ct, or these untair labor practi	ces are untair	practices an	fecting commerce within the
Basis of the Charge (set forth a clear and concise statement of the	o facto constituting the allege	d unfair labor n	racticos)	
2. Dasis of the Charge (set forth a clear and concise statement of the	e racis consuluing the alleged	и иттан тарог р	ractices)	
See additional page				
ood additional page				
Name of Employer		4a. Tel. No.		b. Cell No.
Centerra Group Llc		(423) 578-63	18	
		c. Fax No.		d. e-Mail
Location of plant involved (street, city, state and ZIP code)			6 Employ	er representative to contact
4509 W Stone Dr			o. Employ	or representative to demand
TN Kingsport 37660-9009			Title:	
	Identify principal product	or contino	0 Numbo	or of workers employed
7. Type of establishment (factory, mine, wholesaler, etc.)	o. Identily principal product	or service	9. Numbe	r of workers employed
10. Full name of party filing charge		11a. Tel. No.		b. Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
		c. Fax No.		d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.)				(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)				
12. DECLARATION		Tel.	No.	
I declare that I have read the above charge and that the statements therein are true to	the best of my knowledge and belie	f.	(b) (6), (b	o) (7)(C)
	(b) (6), (b) (7)(C)	Cell	No.	
	name and title or office, if any			
	Title:	Fax	No.	
(b) (6), (b) (7)(C)		- 14	oil	
	DAJASPON	e-M		(b) (7)(C)
Address	(date)_04/16/201	7 21.33.14	(5) (5),	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(b)(1)(A)

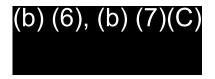
Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD REGION 10

REGION 10 233 Peachtree St NE Harris Tower Ste 1000 Atlanta, GA 30303-1504

Agency Website: www.nlrb.gov Telephone: (404)331-2896 Fax: (404)331-2858

May 23, 2017



Re: Security Police Fire Professionals of America (SPFPA) Case 10-CB-196905

Dear (b) (6), (b) (7)(C)

We have carefully considered your charge that Security, Police, Fire Professionals of America (SPFPA) has violated the National Labor Relations Act.

Decision to Dismiss: In view of your lack of cooperation in investigating this case, I have determined that further proceedings are not warranted at this time and I am dismissing your charge.

The Board Agent made several unsuccessful attempts to contact you by telephone concerning the charge from April 19 through April 27, 2017. By email letter dated May 5, 2017, you advised that you were not able to proceed in presenting your evidence in this matter and indicated you would withdraw the charge and file a new one at a later date. Despite repeated assurances you would withdraw the charge, the Region never received a withdrawal request in this matter. In light of the foregoing, I have decided to dismiss your charge because you have failed to cooperate in the investigation.

If you wish to refile this charge later when you can cooperate in the investigation, you may do so. However, your attention is directed to Section 10(b) of the Act which provides that a charge must be filed with the NLRB and served on the charged party within six months of the conduct alleged to be unlawful.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlrb.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlrb.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel** at the **National Labor Relations Board**, **Attn: Office of Appeals**, **1015 Half Street SE**, **Washington**, **DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on June 6, 2017. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed no later than 11:59 p.m. Eastern Time on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than June 5, 2017. If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely. If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before June 6, 2017.** The request may be filed electronically through the *E-File Documents* link on our website www.nlrb.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after **June 6, 2017**, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required

by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

Lisa Y. Henderson Acting Regional Director

Enclosure

cc: Gordon A. Gregory, Attorney
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Sq., Ste 3727
Detroit, MI 48226

Security, Police, Fire Professionals of America (SPFPA) 25510 Kelly Rd Roseville, MI 48066-4932

Centerra Group, LLC 4509 W Stone Dr Kingsport, TN 37660-9009

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel	Date:
Attn: Office of Appeals	
National Labor Relations Board	
1015 Half Street SE	
Washington, DC 20570-0001	
• •	is hereby taken to the General Counsel of the action of the Regional Director in refusing to
Case Name(s).	
Case No(s). (If more than one case numb taken.)	er, include all case numbers in which appeal is
	(Signature)

UNITED STATES OF AMERICA		DO NOT V	VRITE IN THIS SPACE
NATIONAL LABOR RELATIONS BOAR		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		10-CB-209812	11/14/2017
INSTRUCTIONS: File an original of this charge with toccurred or is occurring.	he NLRB Regional	Director of the region in which	ch the alleged unfair labor practice
	N OR ITS AGENTS AG	GAINST WHICH CHARGE IS BE	ROUGHT
a. Name		b. Union Representative t	
International Union, Security, Police and Fire of America, Local 329	e Professionals	(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
c. Address 25510 Kelly Rd, Roseville, MI 48066-4994	+	d. Tel. No.	e.e. Cell No. (b) (6), (b) (7)(C)
200 to New York, New York, Nil 10000 1001		f. Fax No.	g. e-Mail
			(b) (6), (b) (7)(C)
the meaning of the Act, or are unfair practices affecting. 2. Basis of the Charge (set forth a clear and concise state Since about (b) (6), (b) (7)(C) 2017, the above the exercise of rights protected by Section 7 enter into a grievance settlement and by references termination for arbitrary or discriminatory.	ement of the facts co e-named labor or of the Act by int using to properly	onstituting the alleged unfair lai ganization has restraine imidating and bullying er process the grievance of	bor practices) d and coerced employees in mployee (b) (6), (b) (7)(C) to
Name of Employer	reasons of in ba	4a. Tel. No.	4b. Cell No.
The Whitestone Group		44. 161.140.	40. Cell No.
The Williams Strong		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP of	code)	6. Employer representative	e to contact
4100 Regent St, Ste C, Columbus, OH 4321			al Operations Manager
7. Type of Establishment (factory, mine, wholesaler)	8. Principal produ		Number of Workers employed
Federal Government Contractor	Security Ser		100
10. Full name of party filing charge (b) (6), (b) (7)(C)	, ,	11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	$(b)^{11d} (6), (b) (7)(C)$
11. Address of party filing charge (street, city, state, and	ZIP code)		
(b) (6), (b) (7)(C)			
	12. DECLARA	ATION	
I declare that I have read the above charge and	d that the statemen	ts therein are true to the bes	t of my knowledge and belief.
(b) (6), (b) (7)(C)	(b) (6), (b		Tel No.
(signature		ame and title or office, if any	Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)		Date:	Fax No.
		1/2-1	(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seg. The principal use of the information is to

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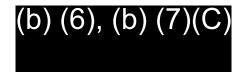
(b) (6), (5) (7)(C)

UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

REGION 10 233 Peachtree St NE Harris Tower Ste 1000 Atlanta, GA 30303-1504

Agency Website: www.nlrb.gov Telephone: (404)331-2896 Fax: (404)331-2858

January 31, 2018



Re: International Union, Security, Police and Fire Professionals of America, Local 329 (The Whitestone Group) Case 10-CB-209812

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that International Union, Security, Police and Fire Professionals of America, Local 329 has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

Your charge alleges the Union violated Section 8(b)(1)(A) of the Act by intimidating and bullying you to enter into a grievance settlement and by refusing to properly process your grievance regarding your discharged for arbitrary or discriminatory reasons, or in bad faith.

The investigation disclosed the Employer suspended you indefinitely pending an investigation on about (b) (6), (b) (7)(C) 2017. The Employer also suspended another employee at the same time based on the Employer's understanding of an incident that had occurred, and the Union grieved both disciplines in one grievance. Despite your expressed concerns to the Union about having your grievance "bundled" with the other employee's grievance, the Union continued to process the one grievance. Within about two weeks the Union settled the grievance and you were returned to work without backpay on (b) (6), (b) (7)(C) 2017.

Unions are granted a wide range of reasonableness in fulfilling their duty of fair representation. *Ford Motor Co. v. Huffman*, 345 U.S. 330 (1953). A breach of the duty of fair representation occurs only when conduct is arbitrary, discriminatory, or in bad faith. *Vaca v. Sipes*, 386 U.S. 171, 190 (1967). Unions have broad discretionary power to settle or drop grievances for a multitude of reasons and the duty of fair representation does not require every possible option be exercised or that a grievant's case be advocated in a perfect manner. *Truck Drivers, Local Union No. 355*, 229 NLRB 1319, 1321 (1977).

The Union's decision to grieve your suspension together with the suspension of another employee was within the "wide range of reasonableness" afforded to unions. Thus, there is insufficient evidence the Union processed your grievance in an arbitrary or discriminatory manner or in bad faith. I am, therefore, refusing to issue compliant in this matter.

International Union, Security, Police and Fire Professionals of America, Local 329 (The Whitestone Group) Case 10-CB-209812

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlrb.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlrb.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel** at the **National Labor Relations Board**, **Attn: Office of Appeals**, **1015 Half Street SE**, **Washington**, **DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on February 14, 2018. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than February 13, 2018. If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely. If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

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a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

JOHN D. DOYLE, JR. Regional Director

Enclosure

cc: Allen Short, Regional Operations
Manager
The Whitestone Group
4100 Regent St
Ste C
Columbus, OH 43219-6156

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

International Union, Security, Police and Fire Professionals of America, Local 329 25510 Kelly Rd Roseville, MI 48066-4994

James M. Moore, Esq. Gregory, Moore, Jeakle, & Brooks P.C. 65 Cadillac Square Suite 3727 Detroit, MI 48226-2893

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

Date:

To: General Counsel

Attn: Office of Appeals National Labor Relations Board 1015 Half Street SE Washington, DC 20570-0001	
Please be advised that an appeal is here National Labor Relations Board from the action issue a complaint on the charge in	eby taken to the General Counsel of the n of the Regional Director in refusing to
Case Name(s).	
Case No(s). (If more than one case number, included taken.)	lude all case numbers in which appeal is
	(Signature)



UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

OFFICE OF THE GENERAL COUNSEL

Washington, DC 20570

March 9, 2018

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and

Fire Professionals of America, Local 329

(The Whitestone Group) Case 10-CB-209812

Dear (b) (6), (b) (7)(C)

Your appeal from the Regional Director's refusal to issue complaint has been carefully considered. The appeal is denied substantially for the reasons in the Regional Director's letter of January 31, 2018.

It is well established that a union is generally afforded wide range of discretion in the performance of its representation functions provided that its conduct is not motivated by arbitrary, invidious, or discriminatory considerations. *See Vaca v. Sipes*, 386 U.S. 171 (1967). Although you did not agree with the method the Union chose to pursue this grievance, the Union successfully secured your return to work. There is insufficient evidence to establish that the Union actions amounted to a breach of its statutory duty to represent you. The Union's decision to negotiate and recommend your reinstatement without back pay is within the "wide range of reasonableness" accorded to a union in resolving a grievance. In these circumstances, we cannot conclude the Union violated the Act, as alleged. Accordingly, further proceedings are deemed warranted.

Sincerely,

Peter Barr Robb General Counsel

By:

Mark E. Arbesfeld, Director Office of Appeals

Mark E. Alberteld

International Union, Security, Police and Fire Professionals of America, Local 329 (The Whitestone Group) Case 10-CB-209812

-2

ce: JOHN D. DOYLE, JR.
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
233 PEACHTREE ST NE
HARRIS TOWER STE 1000
ATLANTA, GA 30303-1504

JAMES M. MOORE, ESQ. GREGORY, MOORE, JEAKLE, & BROOKS P.C. 65 CADILLAC SQ STE 3727 DETROIT, MI 48226-2893 ALLEN SHORT REGIONAL OPERATIONS MANAGER THE WHITESTONE GROUP 4100 REGENT ST STE C COLUMBUS, OH 43219-6156

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA, LOCAL 329 25510 KELLY RD ROSEVILLE, MI 48066-4994

kh

occurred or is occurring.		·		
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT				
 Name International Union, Security, Police and Fire America, (SPFPA), Local 329 	Professional of	b. Union Representative t (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	o Contact	
c. Address 25510 Kelly Road, Roseville, MI 48066		d. Tel. No. (b) (6), (b) (7)(C) f. Fax No.	g, e-Mail	
			(b) (6), (b) (7)(C)	
h. The above-named labor organization or its agents have 8(b), subsection(s) (1)(A) of the National Labor Relation the meaning of the Act, or are unfair practices affecting	ns Act, and these unfo commerce within the	air labor practices are unfair e meaning of the Act and the	practices affecting commerce within Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise state				
During the past six months, and continuing to		_	4	
employees in the exercise of rights protected	I by Section 7 of t	he Act by failing and re	fusing to keep its members	
abreast of the status of grievance concerning	the Employer's f	ailure to pay employee	s' wages in accordance with	
collective-bargaining agreement for arbitrary	or discriminatory	reasons or in bad faith		
,	,		,	
Name of Employer	.	4a. Tel. No.	4b. Cell No.	
The Whitestone Group		614.501.7007	AD. CERTIO.	
The Timestone Gloup		4c. Fax No.	4d. e-Mail	
		10. 1 4. 110.	INFO DUHITESTONE GROUP. DE	
5. Location of Plant involved (street, city, state, and ZIP co	ode)	6. Employer representative	to contact	
6422 E. Main Street, Suite 100, Reynoldsbur	a. OH 43068	Danny Sanders 2nd	1Lt. 984 287 4503	
7. Type of Establishment (factory, mine, wholesaler)	8. Principal product		Number of Workers employed	
Security	Security		150 (EST)	
10. Full name of party filing charge		11a. Tel. No.	11b. Cell No.	
(b) (6), (b) (7)(C)			(b) (6), (b) (7)(C)	
		11c. Fax No.	11d e-Mail	
			(b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and Zi (b) (6), (b) (7)(C)				
	12. DECLARAT	ION		
I declare that I have read the above charge and	that the statements	therein are true to the bes		
			Tel No.	
(1) (2) (7) (2)				
(b) (6), (b) (7)(C)	(b) (6) (h) /7)/C)		
	(b) (6), (b) (7)(C)		
(signatiharge)	Print/type nan	ne and title or office, if any	Cell No. (b) (6), (b) (7)(C)	
Address:		Date:	Fax No.	
(b) (6), (b) (7)(C)				
		6.7.2019	e-Mail (b) (6) (b) (7)(C)	
· ·		V 3.7. 2311	(b) (6), (b) (7)(C)	

INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice

DO NOT WRITE IN THIS SPACE

10-CB-243232

Date filed

6/13/19

UNITED STATES OF AMERICA

NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION OR ITS

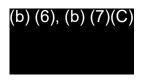
AGENTS

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

SUBREGION 11 4035 University Pkwy Ste 200 Winston Salem, NC 27106-3275 Agency Website: www.nlrb.gov Telephone: (336)631-5201 Fax: (336)631-5210

August 8, 2019



Re: The Whitestone Group Case 10-CA-243224

International Union, Security, Police and Fire Professional of America, (SPFPA), Local 329 (The Whitestone Group)
Case 10-CB-243232

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charges that The Whitestone Group and International Union, Security, Police and Fire Professional of America, (SPFPA), Local 329 have violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charges because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlrb.gov and:

- 1) Click on E-File Documents:
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlrb.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel** at the **National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001.** Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on August 22, 2019. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed no later than 11:59 p.m. Eastern Time on August 22, 2019. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than August 21, 2019. If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely. If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before August 22, 2019.** The request may be filed electronically through the *E-File Documents* link on our website www.nlrb.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after **August 22, 2019**, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

John D. Doyle, Jr. Regional Director

By:

Scott C. Thompson Officer-in-Charge

Enclosure

cc: Danny Sanders, 2nd Lt.
The Whitestone Group
6422 E Main St Ste 100
Reynoldsburg, OH 43068

$^{(b)}(6), (b)(7)(C)$ (b) (6), (b) (7)(C)

International Union, Security, Police and Fire Professional of America, (SPFPA), Local 329 25510 Kelly Rd Roseville, MI 48066

Gordon A. Gregory, Esq. Gregory, Moore, Brooks & Clark, PC 65 Cadillac Square, Suite 3727 Detroit, MI 48226

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

Date:

To: General Counsel

Attn: Office of Appeals National Labor Relations Board 1015 Half Street SE Washington, DC 20570-0001	
Please be advised that an appeal is here National Labor Relations Board from the action issue a complaint on the charge in	•
Case Name(s).	
Case No(s). (If more than one case number, included taken.)	lude all case numbers in which appeal is
	(Signature)

INTERNET FORM NLRB-508 (2-08)

FORM EXEMPT UNDER 44 U.S.C.3512

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE				
Case	Date Filed			
10-CB-243798	6/24/19			

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.							
LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT							
a. Name			b. Union Representative to contact				
SPFPA LOCAL 329		(b) (6), (b) (7)(C)					
		Title: (b) (f	6), (b) (7)(C)				
		Tide. (b) (c), (b) (r)(c)				
c. Address (Street, city, state, and ZIP code)		d. Tel. No.		e. Cell No.			
		(b) (6), (b) (7)	(C)				
1111 TW Alexander DR		f. Fax No.		g. e-Mail			
NC Durham 27709							
h. The above-named organization(s) or its agents has (have) engaged	in and is (ara) angaging in un	fair labor proc	tiona within t	he magning of eastion 0/h)			
subsection(s) (list subsections) (1)(A)				and these unfair labor practices			
are unfair practices affecting commerce within the meaning of the Ad	ct, or these unfair labor practi	ces are unfair	practices aff	fecting commerce within the			
meaning of the Act and the Postal Reorganization Act.							
2. Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the alleged	d unfair labor _l	oractices)				
See additional page							
See additional page							
Name of Employer		4a. Tel. No.		b. Cell No.			
The Whitestone Group Inc.		(614) 501-7007					
The Whitestone Group Inc.		c. Fax No.		d. e-Mail			
		(919) 501-7020					
		(,					
5. Location of plant involved (street, city, state and ZIP code)			6. Employ Jeff Le Ra	er representative to contact			
4100 Regent Street OH Columbus 43219-		Title:		2			
7. Type of establishment (factory, mine, wholesaler, etc.)	Identify principal product or service 9. I		9. Numbe	Number of workers employed			
Security Systems & Services	Armed GuForce Protection	5000					
10. Full name of party filing charge		11a. Tel. No		b. Cell No.			
(b) (6), (b) (7)(C)		(b) (6), (b) (7)	(C)				
		c. Fax No.		d. e-Mail			
11. Address of party filing charge (street, city, state and ZIP code.)				(b) (6), (b) (7)(C)			
(b) (6), (b) (7)(C)	,						
12. DECLARATION			. No.	12 7024			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			(919) 603-7834				
By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) Cell No.							
(signature of representative or person making charge) (Print/type		/)	No.				
	Title:						
(b) (6), (b) (7)(C)							
Address(date)_06/24/2019 16:13:00 (b) (6), (b) (7)(C)							
	(ddto)						

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.



4035 University Pkwy Ste 200 Winston Salem, NC 27106-3275

December 12, 2019

Jeff LaRe, Representative The Whitestone Group Inc. 4100 Regent St Ste C Columbus, OH 43219

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

International Union, Security, Police and Fire Professionals of America, Local 329 1111 TW Alexander Dr Durham, NC 27709

> The Whitestone Group Inc. Re:

Case 10-CA-243787

International Union, Security, Police and Fire Professionals of America, Local 329

Telephone: (336)631-5201

Fax: (336)631-5210

Case 10-CB-243798

Dear Mr. LaRe and Mr. Bonn:

This is to advise you that I have approved the withdrawal of the charges in the above cases.

Very truly yours,

LISA HENDERSON Regional Director

By:

SCOTT C. THOMPSON Officer in Charge

(b) (6), (b) (7)(C) cc: